

TABLE 5

Five-class job importance latent class analysis solution with three response options: 2017

(Percent and probability)

Class (prevalence)	Response		
	Very important	Somewhat important	Unimportant
Class 1 (27.6%): Everything Is Very Important			
Salary	0.879	0.118	0.003
Benefits	0.960	0.031	0.009
Security	0.886	0.101	0.013
Location	0.756	0.221	0.023
Opportunities	0.795	0.175	0.031
Challenge	0.992	0.008	0.000
Responsibility	0.885	0.111	0.004
Independence	0.959	0.040	0.001
Contribution	0.864	0.120	0.015
Class 2 (25.8%): Challenge and Independence Are More Important than Salary and Benefits			
Salary	0.169	0.806	0.024
Benefits	0.194	0.767	0.039
Security	0.331	0.594	0.075
Location	0.495	0.454	0.051
Opportunities	0.396	0.509	0.095
Challenge	0.959	0.040	0.000
Responsibility	0.613	0.371	0.016
Independence	0.868	0.130	0.002
Contribution	0.728	0.254	0.018
Class 3 (25.8%): Benefits and Salary Are More Important than Responsibility			
Salary	0.805	0.192	0.003
Benefits	0.908	0.087	0.006
Security	0.752	0.228	0.020
Location	0.547	0.407	0.047
Opportunities	0.326	0.563	0.112
Challenge	0.504	0.462	0.034
Responsibility	0.109	0.756	0.135
Independence	0.456	0.499	0.045
Contribution	0.340	0.558	0.102
Class 4 (12.1%): Everything Is Somewhat Important			
Salary	0.113	0.874	0.013
Benefits	0.067	0.898	0.035
Security	0.191	0.744	0.065
Location	0.373	0.565	0.063
Opportunities	0.095	0.730	0.175
Challenge	0.302	0.676	0.022
Responsibility	0.010	0.852	0.138
Independence	0.239	0.713	0.047
Contribution	0.202	0.713	0.085
Class 5 (8.7%): Advancement, Security, and Benefits Are Unimportant			
Salary	0.183	0.430	0.387
Benefits	0.092	0.263	0.646
Security	0.084	0.218	0.698
Location	0.529	0.261	0.210
Opportunities	0.067	0.149	0.783
Challenge	0.646	0.247	0.108
Responsibility	0.281	0.369	0.350
Independence	0.603	0.275	0.123

TABLE 5
Five-class job importance latent class analysis solution with three response options: 2017
(Percent and probability)

Class (prevalence)	Response		
	Very important	Somewhat important	Unimportant
Contribution	0.542	0.296	0.162

Note(s):
Rows may not sum to 1.000 due to rounding. Response probabilities greater than 0.500 are considered salient and are represented in bold. Response probabilities more than twice as large as the next-largest probability in a row are highlighted in blue.

Source(s):
National Center for Science and Engineering Statistics, Survey of Doctorate Recipients, 2017.